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**BBABMC 284**

**Choice Based Credit System IV Semester B.B.A. Degree  
Examination, September 2022  
(2019-20 Batch Onwards)  
HUMAN RESOURCE MANAGEMENT**

Time : 3 Hours

Max. Marks : 80

- Instructions :** 1) **Section – A** : Answer **any four** questions.  
2) **Section – B** : Answer **any four** questions.  
3) **Section – C** : Answer **any two** questions.

**SECTION – A (4 marks each)**

Answer **any four** questions :

**(4×4=16)**

1. Define and explain the meaning of Human Resource Management.
2. What are the contents of Job description ?
3. Write a note on Job specification.
4. Distinguish between job enlargement and job enrichment.
5. What is meant by employment agencies ?
6. Define and explain the meaning of interview.
7. What is meant by employee compensation ?

**SECTION – B (8 marks each)**

Answer **any four** questions :

**(8×4=32)**

8. What are the objectives of HRM ?
9. Distinguish between HRM and Personnel Management.
10. Explain the essentials of sound HR planning.
11. What are the objectives of Job evaluation ?
12. What are the merits and demerits of Internal sources of recruitment.



- 13. What are the criteria used for promotion ?
- 14. Explain the essentials of a sound wage system.

**SECTION – C (16 marks each)**

Answer **any two** questions :

**(16×2=32)**

- 15. Explain the functions of HRM.
- 16. Explain the job evaluation methods.
- 17. Explain the steps involved in the selection process.
- 18. a) Define Promotion. Explain the different types of promotion. 8
- b) Case study : 8

Pailand Mills has 200 Workers, 1 General Manager, 1 Mill Manager, 1 Assistant Mill Manager and 3 Engineers.

Mr. Pradeep Rao, General Manager appointed on merit.

Mr. Basheer, Mr. Anthony and Mr. Prem were qualified engineers.

Mr. Rajesh was appointed as General Manager on seniority basis. When Prem was assisting Mr. Rajesh, conflict used to arise because of complexes. When Mr. Rajesh realized the usefulness of Mr. Prem in work, he started recommending him for the higher post.

During Summer, Mr. Rajesh retired and suggested Mr. Prem's name to the post of Assistant General Manager.

As this news spread, other engineers also claimed promotion.

As an HR Manager, what is your reaction ?